

18 May 1979

I. Goal #1 - Pers mgt and leadership

A. Leadership

Agency-wide team effort

Community-wide team effort

B. Key to leadership

Look after people

Keep informed

Loyalty down - shield

Loyalty up - inform on problems

Don't amplify the noise

C. Management

27% syndrome

Non-advertised vacancies

Retirement awards late

Planned rotations

Uncertainty promotions

D. Change not all bad just because not like before

II Goal #2 - Adapt to new climate

A. > Visibility and controls

Not all bad

Accountability

Very little not undertaken

Leaks do hurt

FOIA - Agee legislation

B. Tech systems

Integration w/HUMINT

C. Expansion of interests

Mil vs political

Area breadth

Type analysis

D. Never forget - fragile trust

Have been abuses -

MKULTRA

Wiretaps - mail openings

ATINTL

All self-generated

No condemnation predecessors

Patriotism, zeal, climate

Lesson -

With compartmentation not known

Your sense Agency responsibility

Alertness

Cannot afford another exposé

- Best interests of Agency in right balance

E. Tide turning

Don't wishfully hope for good old days

Need recognized

We're ready

Good people

Good product